

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
FEBRUARY 2013



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263											566
Number of Complaints Drafted	66	77											143
% of inquiries drafted	22%	29%											26%
Employment	54	60											114/80%
Housing (Real Estate)	4	2											6/4%
Public Accommodation	7	12											19/13%
Credit	0	0											0/0%
Education	1	3											4/3%
Unknown	0	0											0/0%
Number of Complaints Formalized	63	56											119
Employment	47	39											86
Transferred from EEOC*	3	0											3
Housing (Real Estate)	9	7											16
Transferred from HUD**	3	2											5
Public Accommodation	6	8											14
Credit	0	0											0
Education	1	2											3

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	302	262											564
Region 1	32	23											55
Region 2	23	26											49
Region 3	17	23											40
Region 4	10	9											19
Region 5	135	122											257
Region 6	25	17											42
Region 7	8	14											22
Region 8	18	8											26
Region 9	25	17											42
Unknown	9	3											12

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
% of Aged Cases by Area													
Employment	19%	11%											15%
Housing (Real Estate)	0%	6%											0%
Public Accommodation	10%	2%											6%
Credit	0%	0%											0%
Education	23%	13%											18%
Open Cases by Area													
Employment	288	291											
Housing (Real Estate)	38	35											
Public Accommodation	61	63											
Credit	0	0											
Education	20	22											

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Number of Cases Closed	39	53											92
Employment	26	38											64
Housing (Real Estate)	12	9											21
Public Accommodation	1	6											7
Education	0	0											0
Credit	0	0											0
Type of Closure													
NPC	21	39											60
CWS	9	10											19
CW	2	3											5
AD	3	1											4
FO	4	0											4

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5											6
Employment	1	5											6
Housing (Real Estate)	0	0											0
Public Accommodation	0	0											0
Education	0	0											0
Credit	0	0											0
Active Cases													
Employment	31	33											
Housing (Real Estate)	14	15											
Public Accommodation	8	8											
Education	5	5											
Credit	0	0											
Average Age of Cases since NOF*	430	429											

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Ward v. Hubbard Trucking is an employment case based on sex. Complainant alleged that she was sexually harassed.

Jenkins v. Wallman's Quality Foods is an employment case based on sex. Complainant alleged that she was forced to quit due to sexual harassment.

Vaughn v. R and R Bar & Grill is an employment case based on sex. Complainant alleged that she was sexually harassed.

Delarosa v. A & M Family Restaurant is an employment case based on sex. Complainant alleged that she was sexually harassed.

Lumpkin v. American Heating and Cooling is an employment case based on sex. Complainant alleged that she was sexually harassed.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

N/A

Articles of Interest:

HUD launches first Fair Housing app

February 28, 2013, HUD.gov

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-031

Victims of Mortgage Discrimination Could Get Thousands in Settlement

February 28, 2013, INC NOW

<http://www.indianasnewscenter.com/news/local/Victims-Of-Mortgage-Discrimination-Could-Get-Thousands-In-Settlement-194039651.html>

Fort Wayne's Burmese center evolving to embrace other immigrants

February 27, 2013, News-Sentinel

<http://www.news-sentinel.com/apps/pbcs.dll/article?AID=/20130227/NEWS/130229796/1005/SPORTS>

Indiana Civil Rights Commission releases history of civil rights video

February 26, 2013, WISH-TV 8

http://www.wishtv.com/dpp/news/local/marion_county/group-releases-history-of-civil-rights-video

Man Says Airline Refused Interview over Tattoos

February 22, 2013, WLTX-TV (Columbia, South Carolina)

<http://www.wltx.com/news/watercooler/article/223147/363/Man-Says-Airline-Refused-Interview-Over-Tattoos>

Burmese Advocacy Center hosts discrimination workshop with rights commission, nonviolence center (February 22, 2013, News-Sentinel)

<http://www.news-sentinel.com/apps/pbcs.dll/article?AID=/20130222/NEWS/130229855/1005/ENTERTAIN>

Racial epithets prompt bar fight that resulted in 1 arrest (February 22, 2013, RTV-6)

<http://www.theindychannel.com/news/local-news/racial-epithets-prompt-bar-fight-that-prompted-1-arrest>

Man says Republic denied him interview because of tattoos (February 21, 2013 Indiana Business Journal)

<http://www.ibj.com/man-says-republic-denied-him-interview-because-of-tattoos/PARAMS/article/39735>

Flint hospital disputes claim by black nurse (February 20, 2013, The Detroit News)

<http://www.detroitnews.com/article/20130220/METRO/302200346/1409/metro/Flint-hospital-disputes-claim-by-black-nurse>

ICRC to host free attorney seminar March 22nd in Richmond (February 18, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2663.htm>

Value Creation through Education (February 2013, Que Viva)

http://issuu.com/quevivainiana/docs/february_2013

Jeffersonville bar owner accused of sexual harassment (February 12, 2013, News and Tribune)

<http://newsandtribune.com/local/x1303547153/Jeffersonville-bar-owner-accused-of-sexual-harassment>

EEOC seeks public input to develop Quality Control Plan (February 12, 2013, EEOC.gov)

<http://www.eeoc.gov/eeoc/newsroom/release/2-12-13.cfm>

'Trailblazers to be honored Saturday for civil rights efforts (February 11, 2013, South Bend Tribune)

http://articles.southbendtribune.com/2013-02-11/news/37045701_1_civil-rights-steel-warehouse-child-care-program

My View: Latinos' concerns mirror those of other Americans (February 8, 2013, Indy Star) <http://blogs.indystar.com/letters/2013/02/08/my-view-latinos-concerns-mirror-those-of-other-americans/>

ICRC names new Deputy Director (February 6, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2656.htm>

ICW To Honor Torchbearers (February 1, 2013, Stacey Page On-line)

<http://www.staceypageonline.com/2013/02/01/icw-to-honor-torchbearers/>

Elkhart Co. reps' proposals cover agenda 21, property valuations, disability discrimination (Jan. 16, 2013, Elkhart Truth)

<http://blogs.etruth.com/county-buzz/2013/01/17/elkhart-co-reps-proposals-cover-agenda-21-property-valuations-disability-discrimination/>

What you should know about the EEOC and religious and national origin discrimination involving the Muslim, Sikh, Arab, Middle Eastern and South Asian Communities (February 8, 2013, EEOC.com)

http://www.eeoc.gov/eeoc/newsroom/wysk/religion_national_origin_9-11.cfm

Great Lakes Equity Center at IUPUI prepares for first leaders institute (February 7, 2013, IUPUI)

<http://newscenter.iupui.edu/5916/Great-Lakes-Equity-Center-at-IUPUI-prepares-for-first-leaders-institute>

HUD, PNC Bank settle maternity discrimination claim (February 6, 2013, HUD.gov)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-015

NYC Council bans hiring discrimination against unemployed (1/29/2013, People's World)

<http://peoplesworld.org/nyc-council-bans-hiring-discrimination-against-unemployed/>

National Education Reform: School Choice Equals Opportunities for Hispanics (12/27/2012, Huffington Post)

http://www.huffingtonpost.com/2012/12/27/education-reform-hispanic-opportunities_n_2369853.html